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ABSTRACT

Between 1960 and 1970 economic opportunity and progress for women in American non-metropolitan areas was mixed. While women in metropolitan areas were more likely to be labor force members than were non-metropolitan women, the difference in metropolitan and non-metropolitan labor force participation rates narrowed during the period. For women between the ages of 35 and 44 there was almost no residential difference by 1970. Existing differences in labor force activity were not associated with commuting. In non-metropolitan counties women became an important labor resource, accounting for 89% of the job growth between 1960 and 1970, as compared to just 58% of the metropolitan job growth. Although non-metropolitan women were not forced into traditional rural pursuits, they were more likely to hold low-wage clerical, operative, and service jobs. These lower status jobs accounted for most of the employment gains for non-metropolitan women in the 1970's. The decentralization of employment to non-metropolitan areas has created jobs for both black and white women where few existed before, yet the lower status of most non-metropolitan employment implies lesser social, economic, and personal rewards for non-metropolitan women workers. (SB)

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Labor Force Activity of Women in Metropolitan and Nonmetropolitan America

David L. Brown
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Rural Development Research Report No. 15

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ABSTRACT

This study describes trends and changes in women's employment and labor force participation in metropolitan and nonmetropolitan areas. Metro women are more likely to be in the labor force than are nonmetro women, but the difference in women's labor force participation rates narrowed between 1960 and 1970. Women have become a particularly important labor resource in nonmetro counties, where they accounted for 89 percent of job growth between 1960 and 1970. While not constrained to traditional rural pursuits, nonmetro women are more likely to hold relatively low wage clerical, operative, and service jobs than their metro counterparts.

Keywords: Labor force, labor force participation, employment, unemployment, occupation, industry, women, nonmetropolitan, metropolitan

Cover photo courtesy of International Ladies' Garment Workers' Union.

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HIGHLIGHTS

From 1960 to 1970, women accounted for 89 percent of employment growth in nonmetro areas compared with only 58 percent in metro areas. The growth in the number of employed women in sparsely populated nonmetro counties was more than triple the growth of total employment in those counties indicating a decline in the number of men employed there. Differences in women's labor force activity within the nonmetro sector were not associated with commuting to metro workplaces.

The labor force participation rate of women was higher in metro than in nonmetro areas, but the gap between area rates narrowed between 1960 and 1970. For women in the prime working ages (35 to 44 years old) there was almost no difference in the rates of labor force participation in 1970.

Nonmetro women occupied relatively more lower status occupations than women in metro areas. Moreover, lower status occupations accounted for the bulk of employment gains for nonmetro women during the seventies--clerical, 35 percent; service, 25 percent; and operatives, 20 percent. The general employment structure of nonmetro areas accounts for some of this metro-nonmetro difference.

Women experienced large employment gains during the seventies in professional service industries and large declines in personal service industries in both metro and nonmetro areas. Manufacturing contributed more employment for women in nonmetro than in metro areas.

Labor force participation of southern White women, especially those in metro areas, declined between ages 25 and 34, when childbearing and child rearing are most common. By contrast, southern Black women had an age pattern of labor force participation similar to that of men; that is, they did not drop out of the labor force at those ages.

Metro-nonmetro differences in the rate of labor force participation and in the industrial and occupational composition of women's employment were not due to race. Metro-nonmetro differences in women's labor force activity were similar for both Blacks and Whites.

Labor force participation of women varied markedly among 26 geographic subregions. The Southern Piedmont, the area with the highest women's labor force participation rate, has traditionally had a high percentage of women in the labor force, attributable in great measure to the availability of jobs for women in nondurable manufacturing.

Labor Force Activity of Women in Metropolitan and Nonmetropolitan America

*David L. Brown and Jeanne M. O'Leary**

INTRODUCTION

The industrial development of nonmetropolitan America has afforded new economic opportunities for women in rural areas and small towns. Between 1960 and 1970, 9 out of every 10 jobs created in nonmetro counties were occupied by women, increasing the number of employed women by almost 2 million. Most of these jobs were in service, commercial, and manufacturing industries, not in agriculture or in other traditionally rural pursuits. Thus, women have become an increasingly important labor resource for the nonmetro economy.

This research describes the structure and change of women's employment and labor force participation in nonmetro America, and compares the nonmetro situation with that of the metro sector. 1/ The study focuses on the quantity of jobs available to women in nonmetro counties, their occupational characteristics, and the types of industries in which they are located. The study is primarily concerned with the effect of urbanization on women's economic opportunities.

The ensuing analysis provides the most comprehensive information so far available on the employment and labor force activity of nonmetro women. It contributes to a more complete understanding of women's economic role, and the part they play in the structure and change of the nonmetro and national economy. Such information is basic to understanding current conditions in nonmetro America.

Historical Trends

Between 1940 and 1976, the labor force participation rate of women increased from 27.9 percent to 47.3 percent, and the number of women in the labor force grew from 14.2 million to 38.5 million (U.S. Department of Commerce, 18; and U.S. Department of Labor, 19). 2/ Moreover, the relationship between female labor force participation and age and family-life cycle has changed as well. 3/

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1/ A discussion of labor force definitions used in the report is included in the Data and Definitions section on page 3.

2/ Underscored numbers in parentheses refer to sources listed at the back of this report.

3/ Family-life cycle is the series of stages that characterizes a family, from marriage through childbearing, child rearing, and finally dissolution, whether by death of a spouse or by divorce or separation. These stages generally follow a predictable age pattern.

In 1900, if the average woman worked at all for pay during her lifetime, it was only for a short period before marriage and childbearing. By 1940, the level of women's labor force participation increased, but the pattern by age was still similar to that of 1900. Since 1940, significant changes have occurred. The 1950 census showed a sharp increase over the 1940 census in participation rates for women aged 35 and over--those whose children, by and large, had reached school age (Oppenheimer, 11). This pattern has persisted, and by 1976, the participation rate of women never dropped below 48 percent at any age between 35 and 59 (Oppenheimer, 11; U.S. Department of Labor, 19).

While these overall trends are well recognized, little or no attention has been focused on the residential or geographic aspects of women's labor force activity. This report describes and compares recent patterns and changes in women's labor force activity in metro and nonmetro counties (and among various types of nonmetro counties) and delineates some geographic aspects of such patterns and changes.

The Research Issues

Our general hypothesis is that variation among counties in the level and growth of women's labor force participation and in the types of jobs women hold is associated with variations in job opportunities and attitudes regarding women's roles. This study focuses on the association between the level of urbanization and women's labor force activity. Urbanization encompasses aspects of differentiation in labor market size and complexity and in normative values regarding the economic role of women.

Labor force participation among women has traditionally been lower in rural than in urban areas. The general explanation for this rural-urban difference involves two factors: the opportunity structure of urban and rural labor markets and the more traditional rural attitudes toward women's roles. These factors are not independent, but interact to allow each other to unfold. Both play a role in women's decisions to look for work or to abstain from work for pay, a decision that also is affected by economic pressures on family income and aspects of family structure, including marital status, number of children, and the presence of other adults in the home.

Until recent decades, job opportunities in rural areas were generally concentrated in male-oriented extractive industries such as farming or mining. 4/ However, the economic structure of rural America has undergone significant changes since the fifties, becoming less dependent on agriculture and other extractive industries for employment. Between 1950 and 1970, the proportion of the nonmetro labor force employed in agriculture, forestry, fisheries, and mining declined from 31.1 percent to 10.2 percent, and the proportion in manufacturing and in services increased from 18.6 to 24.4 percent and from 16 to 23.3 percent, respectively (U.S. Department of Commerce, 16). This decentralization of economic activity has afforded job opportunities not previously available to residents of rural areas and small towns, opportunities for women as well as for men.

When few jobs existed for rural women, the opportunity costs of their abstaining from work for pay were low. Three factors, however, coincided that may have caused rural women to reconsider their economic role: the availability of jobs for rural women has increased, inflation has eroded the family's income and purchasing power, and many more women (both rural and urban) are more highly educated. These three

4/ In certain industries, and in certain sections of the country, women have comprised a substantial part of the nonmetro labor force for a long time. For example, women have long made up a large proportion of employment in the manufacture of clothing in Piedmont areas of the Southeast.

factors may lead women to place a greater economic value on their time and, thus, evaluate the opportunity costs of not working for pay in a different light.

Rural people are more conservative in their view of the role of women and the appropriateness of women's work outside of the home (Glenn and Alston, 7; and Stokes and Willits, 13). A 1973 study suggests, however, that while significant differences in attitudes persist between urban and rural persons, "a general trend toward greater permissiveness occurred in all residence categories" (Willits et al., 20). Thus, in rural areas there is a growing acceptance of women's work outside of the home.

Recent demographic research also shows some narrowing of urban-rural differences in family structure. Both urban and rural areas show similar trends: age at marriage has increased, fertility during recent years has declined, household size has diminished, and the divorce rate has increased (Brown, 5). Changes in attitudes and demography suggest that while differences remain between the labor force activity of women in urban and rural areas, both areas have been affected by similar factors and have experienced similar changes.

Therefore, although important differences continue to separate the residential categories, one of our basic expectations is that women's labor force activity has increased in both metro and nonmetro areas. More specifically, we hypothesize that:

1. The level of women's labor force participation and the occupational and industrial status of women's employment will be higher in more urbanized counties.

2. The level of women's labor force participation and the occupational and industrial status of women's employment will be higher in counties that are within commuting range of metro counties.

3. The level of women's labor force participation and the occupational and industrial status of women's employment will have increased since 1960 in all categories of urbanization.

DATA AND DEFINITIONS

The units of observation in this research are counties and county equivalents. Data were compiled from the 1960 and 1970 Censuses of Population since more recent data for counties are not available. County data are essential for studying variations in women's labor force behavior among different types of nonmetro counties as well as between them and metro counties. The importance of this type of comparative analysis is demonstrated by previous research on social and economic conditions which has shown that metro-nonmetro differences are often less extreme than differences within the nonmetro sector itself. Differences between larger and smaller nonmetro counties and between isolated counties and those that are contiguous to metro complexes have been shown to be particularly important (Hines et al., 8). Also, decennial census data allow for a comparison of the employment and labor force characteristics of White and racial minority women, an essential dimension of the social and economic structure of metro and nonmetro communities.

The 1970 census data do not describe the situation in 1979, but they do give an accurate picture of the changing structure of the nonmetro labor force and the increasing importance of women workers in nonmetro economic growth. More recent data from the Current Population Survey allow for a comparison of basic dimensions of economic activity in metro and nonmetro areas since 1970, but they do not permit the detailed analysis described above. Accordingly, we have used post-1970 data in a summary section to determine whether some of the basic 1960 to 1970 trends and changes persisted into the seventies.

The basic residential distinction is between metropolitan and nonmetropolitan counties. The number of counties meeting metro criteria grew from 410 in 1960 to 628 in 1970. Consequently, the transfer of counties between residence categories must be accounted for in the analysis of changes between censuses (Brown, 3). In this study, the official 1970 definition of metropolitan territory is used for both 1960 and 1970. 5/ Nonmetropolitan counties are further divided by the level of urbanization and by adjacency to a metro area. Two categories of urbanization are considered--those counties having 20,000 or more urban residents and those having fewer than 20,000 urban residents. Adjacent nonmetro counties are contiguous to metro counties. Adjacency is included to measure the effects of potential commuting to metro labor markets.

The geographic areas used are 26 subregions created by combining groups of State Economic Areas (Bogue and Beale, 1). Most of the 26 subregions reflect familiar sections of the country such as the Northern Great Plains, the Mississippi Delta, or the Southern Appalachian coal fields (Fuguitt and Beale, 6).

Labor force activity encompasses such subjects as labor force participation, employment, and unemployment. The labor force is a subset of the population, which includes both those individuals working (employed) and those actively seeking a job (unemployed). The labor force participation rate of women, as used in this report, is calculated by dividing the number of women in the labor force by the female population ages 14 and older. The rate for males is computed in a similar manner.

The analysis also encompasses the occupations and industries in which people work. Occupation is a broad category in which workers use particular and similar combinations of skills to contribute to the production of goods and services. Industrial classifications derive from similarities in the product being produced rather than from similarities in the skills of the workers. Thus, industrial classification is determined by the primary activity of the firm in which one is employed; occupation refers to the nature of the functions and responsibilities of a specific job.

TRENDS AND PATTERNS IN WOMEN'S LABOR FORCE ACTIVITY

We first discuss the labor force participation of women in metro and nonmetro areas. Thereafter, the analysis is concerned with employment growth and change for both the types of occupations women hold and the industries for which they work.

Labor Force Participation

The rate of women's labor force participation was higher in metro than in nonmetro counties and, among nonmetro areas, was higher in urbanized than in sparsely populated counties (table 1). On the other hand, counties adjacent to a SMSA did not exhibit markedly higher participation rates than nonadjacent counties. Labor force participation increased in all residential categories during the sixties, but the rate of

5/ Metropolitan counties are Standard Metropolitan Statistical Areas (SMSA's) as designated by the Office of Management and Budget in 1973, after all the 1970 census data had become available. Except in New England, an SMSA is a county or group of contiguous counties that contains at least one city of 50,000 inhabitants or more, or twin cities with a combined population of at least 50,000. In addition to the county, or counties, containing such a city, or cities, contiguous counties are included in an SMSA if, according to certain criteria, they are socially and economically integrated with the central city. The population living outside of SMSA's constitutes the nonmetro population. For a detailed description of the criteria used in defining SMSA's, see (Office of Management and Budget, 10).

change was slightly greater in nonmetro areas. The metro-nonmetro gap in women's labor force participation declined from 5.9 percentage points in 1960 to 4.8 points in 1970. In the prime working ages (35 to 44 years), the corresponding decline was from 3.8 percentage points in 1960 to almost no difference in 1970 (0.2 point).

Table 1--Women's labor force participation rate by metro-nonmetro residence, 1960-70 1/2/

Item	1960	1970
	Percent	
United States	34.5	39.6
Metro	36.2	40.8
Nonmetro	30.3	36.0
Urbanized	31.0	36.7
Sparsely populated	25.4	31.5
Adjacent	30.8	36.5
Not adjacent	29.9	35.6

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: appendix table 1.

Age Pattern of Participation

The proportion of nonmetro women in the labor force increased between 1960 and 1970 at each age category except 65 and over (fig. 1). Data in figure 1 also suggest a characteristic family-life cycle pattern of women's participation, regardless of metro-nonmetro residence. Participation is high among young women, declines during early adulthood (when marriage and childbearing are most common), then increases once again after age 34 when most children have reached school age.

The data also indicate metro-nonmetro differences in both the level and pattern of participation by age. At all ages, the percentage of women in the labor force is higher in metro areas. However, the difference between the metro and nonmetro rates is minimal at ages 25 to 44. Lower rates of labor force participation in nonmetro areas are particularly evident at age groups 18 to 24 and 45 to 64. The lower rate of nonmetro participation during early adulthood may be associated with the earlier age at which a nonmetro woman customarily marries and bears her first child (Brown, 5).

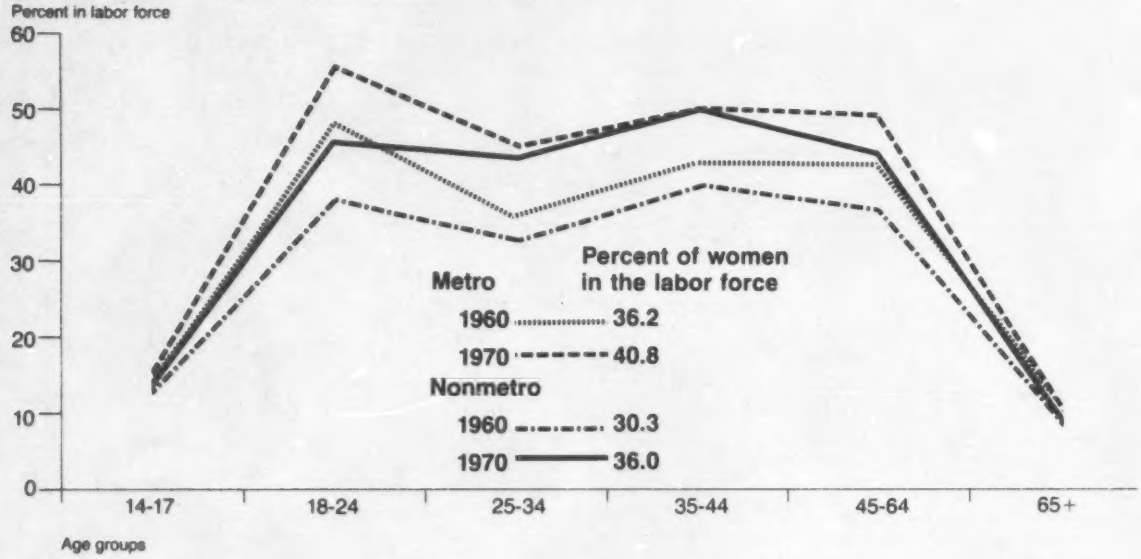
In the nonmetro sector, the rate of female participation is higher at each age in urbanized counties than in more sparsely populated areas, but the age pattern of participation is similar regardless of the level of urbanization. Adjacency to a metro area makes little difference in the age pattern of participation (appendix table 1).

Growth in Women's Employment

The number of employed persons in the United States grew by 12.7 million, or by 19.6 percent during the sixties. This growth was due in part to an increase in the working age population, but primarily to increased employment among women. Between 1960 and 1970, the number of men 14 years old and over rose by 16.6 percent while the

Figure 1

Age Pattern of Women's Labor Force Participation by Metro and Nonmetro Residence, 1960 and 1970[1]



[1]See text for definitions of residence categories. Source: Appendix Table 1

number of employed men grew by only 10.8 percent. By contrast, the number of women 14 years and over grew by 20 percent while the number of employed females increased by 37.8 percent. 6/

The net effect of these sex-based differences in population and employment is that during the sixties women accounted for 63 percent of employment growth: 58 percent in metro areas and 89 percent in nonmetro areas (table 2). In nonmetro areas, women accounted for a substantially larger percentage of employment growth in sparsely populated and nonadjacent counties than in more urbanized areas; in no case, however, did women account for less than 75 percent of employment growth. In fact, the number of employed males in sparsely populated and nonadjacent counties actually declined and women accounted for all of the employment growth (appendix table 2). Women accounted for over 50 percent of new jobs in every census region and in each of the 26 geographic subregions discussed later in this study.

The rate of growth of women's employment was greater in metro than in nonmetro areas and in urbanized and adjacent nonmetro areas, but the differences were not substantial. Only 3 percentage points separated the rates of growth of urbanized and sparsely populated nonmetro counties, and only 5 points separated the adjacent and nonadjacent categories (appendix table 2).

6/ Absolute increases in population and employment for men were 9.4 million and 4.7 million, respectively. For women, the absolute increases were 12.3 million in population and 8 million in employment.

Table 2--Employment growth by sex and metro-nonmetro residence, 1960-70 1/ 2/

Residence	Total employment change	Women's employment change		Women's share of employment change
	Thou.	Thou.	Pct.	Pct.
United States	12,669.5	7,997.8	37.8	63.1
Metro	10,710.3	6,250.3	39.2	58.4
Nonmetro	1,959.2	1,747.5	33.4	89.2

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: appendix table 2.

Employment by Occupation

More metro women were employed in white collar jobs in 1970 than were nonmetro women--61 percent and 48 percent, respectively (table 3). 7/ Similarly, a higher percentage of nonmetro than metro women occupied lower status operative and service jobs (17.7 versus 11.7 and 18.2 versus 14.2 percent, respectively). 8/ However, the greater proportion of white collar employment in metro areas was attributable to clerical jobs and not to the more prestigious professional and managerial positions. Similar differences occurred between urbanized and sparsely populated nonmetro areas, but there was little or no difference in the occupational mix of women's employment between adjacent and nonadjacent nonmetro counties (appendix table 3).

Employment Growth by Occupation

The female labor force grew by 1.7 million in nonmetro areas between 1960 and 1970, an increase of 33.4 percent (fig. 2). Increases were especially great in higher paying jobs where over 1 million new white collar and craftsmen positions were filled by women. This growth resulted from gains in clerical jobs which increased by over 600,000 or by 56.6 percent and in professional jobs which grew by 263,000 or by 38 percent. Women's employment in the operative and nonhousehold service categories grew by 352,000 and 444,000 jobs, respectively. In contrast, women's employment declined substantially in farm-related and private household occupations.

Distributing employment growth among occupational categories demonstrates each occupation's share of new employment. Clerical positions accounted for 35 percent of women's employment gains in nonmetro areas, operative and service jobs accounted for 20 and 25 percent, respectively, and professional jobs added another 15 percent.

7/ White collar: professional, technical and kindred, managers and administrators, clerical, and sales.
8/ Service occupations include private household, hotel and motel and cleaning and laundering workers, beauticians and barbers, shoemakers and dressmakers.

Table 3--Occupational composition of women's employment by metro-nonmetro residence, 1970 1/ 2/

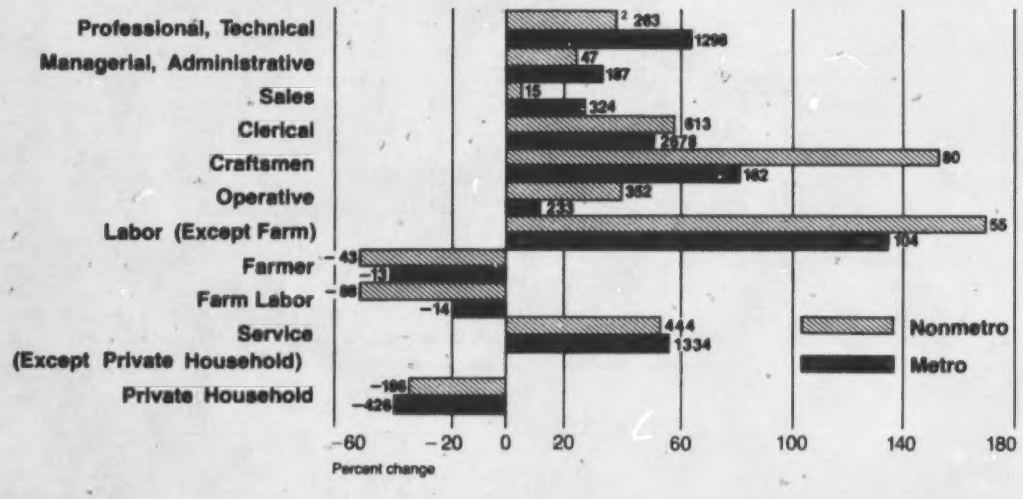
Occupation	United States	Metro	Nonmetro
		Thousands	
Total, employed	29,170.1	22,183.9	6,986.3
		Percent	
White collar	58.0	61.1	47.9
Professional/technical	14.8	15.1	13.7
Managerial/administrative	3.5	3.4	3.7
Sales	6.9	7.0	6.3
Clerical	32.9	35.5	24.3
Blue collar	35.3	31.8	46.1
Craftsmen	1.7	1.6	1.9
Operative	13.2	11.7	17.7
Labor (except farm)	.9	.8	1.3
Farmer	.2	.1	.6
Farm labor	.5	.3	1.2
Service (except private household)	15.2	14.2	18.2
Private household	3.6	3.1	5.3
Not reported	6.8	7.0	6.0

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: appendix table 3.

Figure 2

Change in Employment by Occupation for Metro and Nonmetro Women, 1960-1970[1]



[1]See text for definition of residence categories. [2]Numbers indicate absolute change (thousands). Source: Appendix Table 4

The distribution of 1960 to 1970 employment growth by occupation for nonmetro areas is as follows:

	Percent of nonmetro employment change
Professional/technical	15.0
Managerial/administrative	2.7
Sales	.8
Clerical	35.1
Craftsmen	4.6
Operative	20.2
Labor (except farm)	3.2
Farmer	-2.5
Farm labor	-5.0
Service (except private household)	25.4
Private household	-10.6
Not reported	11.1

Figure 2 data show an overall similarity in the pattern of occupational change between metro and nonmetro counties. Both experienced growth in white collar, crafts, operative, and laborer positions, and declines in private household and farm-related jobs. However, the metro rate of growth in the professional, sales, and managerial categories exceeded that of nonmetro counties, while nonmetro areas experienced substantially higher rates of growth in crafts and operative jobs. The rate of decline in private household service was similar for both residential categories, but employment in farm-related jobs declined much more rapidly in nonmetro areas.

The net result of these changes was that by 1970 the occupational status of women's employment had improved somewhat in both metro and nonmetro areas. However, this improvement had little effect on closing the gap between metro and nonmetro areas in occupational status. 9/

In the nonmetro sector, both urbanized and sparsely populated counties showed substantial increases in white collar positions, but lower status clerical jobs accounted for relatively more growth in sparsely populated than in urbanized counties. All of the white collar categories expanded significantly in the more urbanized counties (appendix table 4). Movement out of agriculture into operative, service, and clerical positions tended to characterize employment change in both categories of urbanization. Patterns of occupational change did not differ markedly between adjacent and nonadjacent nonmetro areas.

Employment by Industry

The pattern of female employment by type of industry showed greater metro-nonmetro differences than the pattern by occupation. 10/ A substantially greater percentage of

9/ An index of dissimilarity was computed to compare the occupational distribution of women's employment in metro and nonmetro areas and it remained almost identical between 1960 and 1970 (13.9 versus 14.5). See Taeuber and Taeuber (15) for discussion of the index of dissimilarity and its computation.

10/ Industry and occupation should not be confused. Industrial classification is determined by the primary activity of the firm; occupation refers to the nature of the functions and responsibilities of a specific job. Most industries employ a variety of occupations, but industries differ in the proportion of workers in various occupations. For example, nondurable manufacturing includes a larger proportion of operatives (unskilled or semiskilled workers) than does professional service.

nonmetro women occupied jobs in lower wage extractive, nondurable manufacturing, and personal service industries. Conversely, a somewhat greater percentage of metro women held positions in finance, insurance, and real estate, and in business and repair services (table 4). Still, these metro-nonmetro differences were not large and they were somewhat smaller than those for total employment (male and female). For example, the proportion of total employment in extractive industries (agriculture, forestry, fisheries, mining) ranged from 20.1 percent in sparsely populated nonmetro counties to 2 percent in metro areas; corresponding figures for women only were 4 percent and 0.7 percent. Although there are marked differences in the industrial composition of employment between urbanized and sparsely populated nonmetro counties, similar differences were not evident between adjacent and nonadjacent counties (appendix table 5).

Employment Growth by Industry

Between 1960 and 1970, the number of nonmetro women increased in all but two industrial categories--extractive and personal services (fig. 3). Increases were especially great in manufacturing (both durable and nondurable), trade, and professional services. The last category grew by 785,000 jobs (66 percent) and accounted for 45 percent of all employment growth among nonmetro women. Manufacturing accounted for 27 percent and trade accounted for 16 percent. Finance, insurance, and real estate, and business and repair services also had large percentage increases over

Table 4--Industrial composition of women's employment by metro-nonmetro residence, 1970 1/ 2/

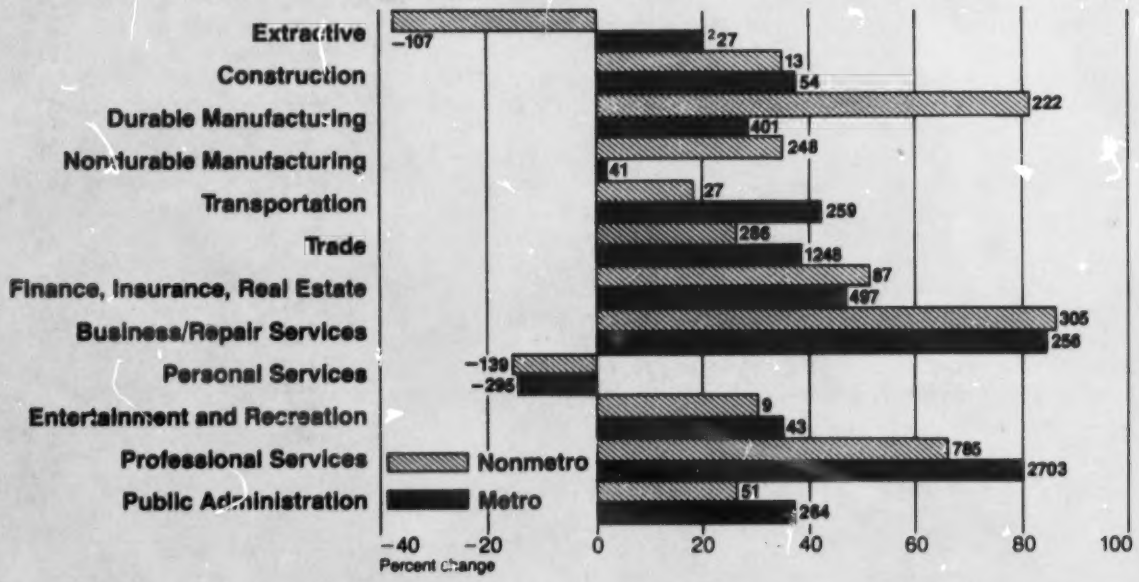
Industry	United States	Metro	Nonmetro
		Thousands	
Total, all industries	29,170.1	22,183.9	6,986.3
		Percent	
Extractive 3/	1.2	.7	2.5
Construction	.9	.9	.8
Durable manufacture	8.1	8.4	7.1
Nondurable manufacture	10.2	8.9	14.1
Transportation	3.6	4.0	2.5
Wholesale and retail trade	20.3	20.5	19.9
Finance, insurance, real estate	6.2	7.0	3.7
Business/repair services	2.2	2.5	.9
Personal services	8.0	7.3	10.2
Entertainment/recreation	.7	.8	.6
Professional services	27.6	27.4	28.2
Public administration	4.2	4.4	3.5
Not reported	6.9	7.2	6.0

1/ Civilian labor force, age 14 years and older.
2/ See text for definitions of residence categories.
3/ Agriculture, forestry, fisheries, and mining.

Source: appendix table 5.

Figure 3

Change in Employment by Industry for Metro and Nonmetro Women, 1960-1970[1]



[1] See text for definitions of residence categories. [2] Numbers indicate absolute change (thousands). Source: Appendix Table 8

1960. But, since they were computed on a small base, they did not account for a large absolute share of women's employment growth in nonmetro areas during the decade.

As with the distribution of female employment by occupation, changes in the composition of women's employment by industry did not markedly alter the comparative industrial structure of the female labor force between metro and nonmetro areas. Important metro-nonmetro differences are notable in two categories: extractive and manufacturing. The number of nonmetro women in extractive employment declined by almost 40 percent during the sixties. The proportion of metro women engaged in manufacturing in 1960 exceeded that of nonmetro women by 2 percentage points but by 1970 the situation had reversed--nonmetro women exceeded metro women by 4 percentage points (appendix table 5). Both metro and nonmetro women experienced large employment gains in professional services and large declines in personal services.

Within the nonmetro sector, women's employment in both urbanized and sparsely populated counties experienced heavy growth in professional services, trade, and manufacturing, but nondurable manufacturing accounted for a much larger amount of growth in sparsely populated areas than in more urbanized areas. Extractive employment, however, declined at a faster rate in sparsely populated counties. Once again, little difference was evident between adjacent and nonadjacent nonmetro counties (appendix table 6).

WOMEN'S LABOR FORCE ACTIVITY IN THE SOUTH BY RACE AND RESIDENCE

This analysis is restricted to the South because 84 percent of racial minority women in nonmetro areas reside in this region. (U.S. Department of Commerce, 16). Although conditions in the South may not be representative of other regions, analysis of labor force activity of racial minority women in nonmetro counties of other regions would be based on such small numbers as to be unreliable. The racial minority population in the South is comprised almost entirely of Blacks (96.7 percent in 1970). Therefore, the terms racial minority and Black are used interchangeably.

In 1970, 13 percent of the employed women were racial minorities. One out of five female workers in the South was Black. Not only do minorities comprise a large segment of women in the labor force, but marked disparity separates the races in the rate of labor force participation and employment status, and such disparity is greater in less urbanized areas (Brown, 4). Thus, there is reason to expect that the residential differences in women's labor force participation and employment shown in earlier sections may be partly attributable to race. That is, the concentration of Black women in lower status jobs in nonmetro areas may depress the average rate of labor force participation and the employment status of all nonmetro women. If so, then metro-nonmetro differences would be diminished when the effect of race is controlled.

Labor Force Participation

The percentage of women in the labor force in metro areas exceeded that in nonmetro areas regardless of race. However, the metro-nonmetro difference for Black women was almost 10 percentage points (46.8 percent versus 38 percent) compared with only 3 percentage points for White women (39.4 percent versus 36.4 percent), as is illustrated by the following labor force participation rates:

Race	South	Metro South	Nonmetro South
	Percent of women in the labor force		
White	38.4	39.4	36.4
Black	43.4	46.8	38.0

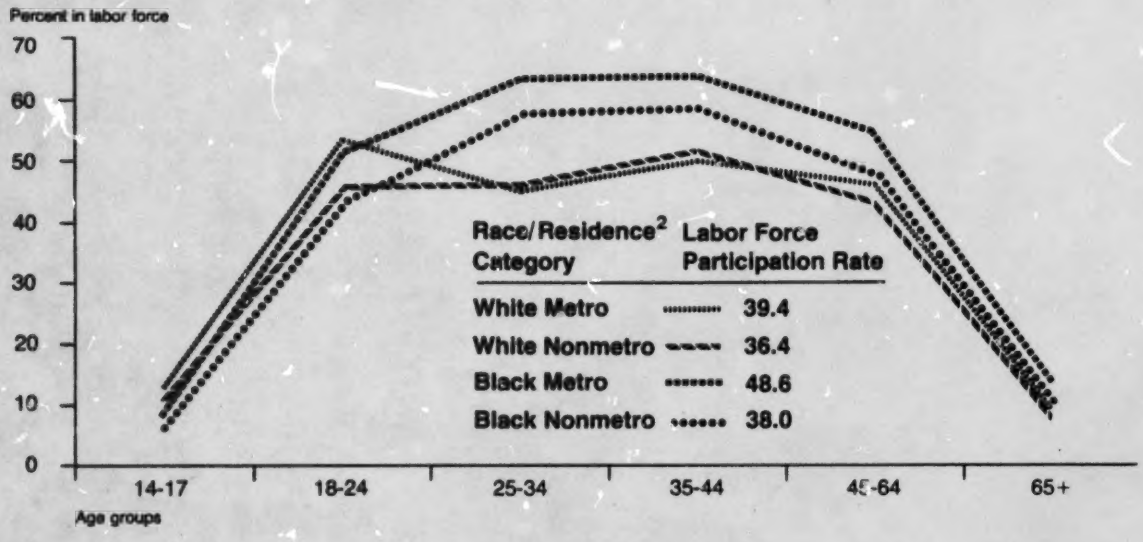
The expected pattern of labor force participation is high among young women, declines during early adulthood (when marriage and child-bearing are most common), and increases again after age 34 when most children have reached school age (Oppenheimer, 11). Dropping out of the labor force during early adulthood is characteristic only of White women in metro counties (fig. 4). By contrast, White women in nonmetro areas have a relatively low level of participation until age 35; but among those who are in the labor force there is no evidence of dropping out during the childbearing and child-rearing ages. 11/ This may be due to a greater availability of family members and neighbors in nonmetro areas to care for children while the mother works.

Black women, regardless of residence, have a labor force participation pattern similar to that of men. The rate of participation increases steadily into the prime working ages (35 to 44) and declines thereafter. This pattern among Black women

11/ This statement is based on aggregate-level cross sectional data. An adequate evaluation requires analysis at an individual level.

Figure 4

Women's Labor Force Participation in the South by Age, Race, and Metro-Nonmetro Residence, 1970[1]



[1]Civilian labor force, age 14 years and older.
[2]See text for definitions of residence categories.

Source: Appendix Table 8.

probably reflects a greater economic need for employment, a larger proportion of single parent, female-headed households, and the availability of familial assistance for child care (Sweet, 14).

Employment Growth

Women's employment increased for both races in both metro and nonmetro areas in the sixties. The rate of growth was greater for Whites than for Blacks and in metro compared with nonmetro areas. The racial difference in the rate of nonmetro employment growth was striking (42.4 percent for Whites versus 8.2 percent for Blacks):

Race	South	Metro	Nonmetro
	Percent increase		
White	48.3	51.2	42.4
Black	23.1	31.9	8.2

The fact that Black women's employment grew at all in such areas is notable, however, because the sixties was a period of heavy outmigration of Black women from the nonmetro South. During the decade, over 400,000 Black women between the ages of 20 to 44 left nonmetro counties of the region (Bowles et al., 2). Thus, growth of employment among southern Black women in nonmetro areas is not explained by population change, but rather by increases in the proportion of Black women entering the labor force, perhaps a result of the lowering of racial barriers to employment.

Employment and Employment Growth by Occupation

Metro-nonmetro differences in the occupational composition of women's employment, described earlier in this report, do not vary substantially by race. For both Whites and Blacks, metro women occupied a greater percentage of white collar, especially clerical, positions and nonmetro women occupied relatively more blue collar, especially operative, jobs:

Race and residence	White collar	Blue collar
	Percent	
Metro		
White	67.6	26.3
Black	29.5	59.3
Nonmetro		
White	50.6	43.6
Black	16.6	76.3

Metro-nonmetro differences in occupation, therefore, are not due to race.

Similarly, residential differences in employment growth by occupation are not attributable to race. For both races, the metro rate of growth in white collar occupations exceeded the nonmetro rate. Nonmetro women experienced substantially higher rates of growth in the crafts, operative, laborer, and service categories. Farm labor declined more rapidly in nonmetro areas (table 5).

In metro areas, Black women experienced a higher rate of growth in white collar employment than did White women. In nonmetro areas, White women exceeded Blacks in the rate of growth of professional and managerial employment, but the reverse was true for clerical and sales jobs. The rate of growth of employment in crafts and operative positions was higher for Black women regardless of metro-nonmetro residence, and the reverse was true for service occupations. The rate of decline in private household and farm-related pursuits was greater for Black than for White women. 12/

Employment and Employment Growth by Industry

Regardless of race, a substantially greater percentage of nonmetro women occupied jobs in extractive and nondurable manufacturing (table 6). Conversely, a somewhat greater percentage of metro women held positions in finance, insurance, and real estate, transportation, business and repair services, and public administration. However, in some other industrial categories, residential differences were not consistent by race. Black metro women exceeded Black nonmetro women in professional services but the reverse was true in the personal service category. These differences were not apparent for White women. Thus, some of the residential differences in women's employment by industry were accounted for by race. This was the case for two important categories, personal services and professional services, but the important residential differences in nondurable manufacturing persisted regardless of race.

12/ Some of these rates are based on very small numerical increases. For example, Black women in nonmetro areas experienced a 20 percent increase in managerial employment, but this reflects an absolute growth of only 1,000 jobs.

Table 5--Growth in women's employment in the South by occupation, race, and metro-nonmetro residence, 1960-70 1/ 2/

Occupation	White				Black			
	Metro		Nonmetro		Metro		Nonmetro	
	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.
Total, all occupations	1543.9	51.2	617.3	42.4	285.7	31.9	43.1	8.2
Professional/technical	306.7	70.6	86.3	45.1	62.5	95.1	13.6	33.2
Manager/administrator	53.5	37.0	17.6	26.5	6.4	68.6	1.0	20.9
Sales	81.1	28.1	2.4	1.7	14.8	142.7	2.4	52.3
Clerical	649.8	57.9	215.7	65.9	132.9	287.6	21.5	372.8
Craftsmen	46.0	128.0	30.1	182.9	10.2	214.1	5.3	376.2
Operative	79.9	[illegible]0.9	115.6	31.0	58.4	69.9	82.9	213.2
Labor (except farm)	23.2	[illegible]5.5	18.4	249.9	8.0	97.6	5.5	116.7
Farmer	-3.7	-43.4	-9.8	-49.0	-1.4	-81.0	-11.0	-85.6
Farm labor	-2.0	-15.5	-10.9	-40.8	-6.5	-45.1	-35.3	-64.6
Service (except private household)	217.6	67.6	102.6	60.0	86.1	40.3	37.3	45.1
Private household	-17.6	-20.6	-10.2	-19.1	-156.3	-41.7	-103.8	-40.0
Not reported	109.5	64.8	59.6	97.6	70.6	113.1	23.8	141.4

1/ Civilian labor force, age 14 years and over.
2/ See text for definition of residence categories.

Source: U.S. Census of Population 1960 and 1970.

Table 6--Industrial composition of women's employment in the South by race and metro-nonmetro residence, 1970 1/ 2/

Industry	White		Black	
	Metro	Nonmetro	Metro	Nonmetro
	Thousands			
Total, all industries	4560.5	2073.1	1181.2	571.1
	Percent			
Extractive 3/	.6	1.7	.9	4.2
Construction	1.7	1.1	.5	.4
Durable manufacture	5.2	5.8	3.6	4.6
Nondurable manufacture	9.3	22.6	5.9	15.7
Transportation	4.5	2.7	2.1	.9
Wholesale and retail trade	22.6	19.5	11.8	8.6
Finance, insurance, real estate	7.7	3.9	2.4	.6
Business/repair services	2.5	.9	1.1	.3
Personal services	6.1	6.8	25.7	32.7
Entertainment/recreation	.7	.4	.5	.3
Professional services	26.7	25.0	28.2	23.7
Public administration	6.2	3.5	5.9	1.2
Not reported	6.2	5.9	11.4	7.1

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.
3/ Agriculture, forestry, fisheries, and mining.

Source: appendix table 10.

Residential differences in employment growth by industry did not vary substantially by race. For both Blacks and Whites, the nonmetro rate of decline in extractive employment and the rate of growth in manufacturing exceeded that of metro counties. Both metro and nonmetro areas experienced substantial growth in professional services (table 7).

In conclusion, metro-nonmetro differences in labor force participation and employment by occupation and industry are not explained by differences in labor force characteristics between the races. For most of the data analyzed in this section, residential differences were characteristic of both racial categories.

GEOGRAPHIC PATTERNS OF WOMEN'S LABOR FORCE PARTICIPATION

Availability of employment opportunities depends, in large measure, on the level of a region's economic development. One major factor affecting the growth of the economic base is the area's natural resource endowment. The types of industries that tend to concentrate within particular locales to avail themselves of natural resources often vary in their labor requirements. As a result, the experience of women within particular geographic regions may differ radically from the national patterns described earlier. Thus, this section looks at women's labor force participation in particular U.S. geographic subregions.

Table 7--Growth in women's employment in the South by industry, race, and metro-nonmetro residence, 1960-1970 1/ 2/

Industry	White				Black			
	Metro		Nonmetro		Metro		Nonmetro	
	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.
Total, all industries	1543.9	51.2	617.3	42.4	285.7	31.9	43.1	8.2
Extractive 3/	-.4	-1.5	-17.5	-32.6	-7.5	-41.9	-46.0	-66.0
Construction	31.9	69.1	10.6	87.0	3.2	139.1	1.5	201.5
Durable manufacture	101.1	73.6	71.8	146.3	33.7	370.2	22.7	618.3
Nondurable manufacture	52.8	14.3	102.3	27.9	39.4	127.6	70.4	363.6
Transportation	63.4	45.3	12.1	27.6	19.7	350.0	3.1	157.2
Wholesale and retail trade	296.5	40.4	83.1	25.8	41.7	42.5	9.1	23.0
Finance, insurance, real estate	127.2	56.8	30.8	60.8	14.9	113.7	1.3	64.3
Business/repair services	62.1	116.7	9.6	95.9	10.0	306.2	1.1	243.0
Personal services	31.3	12.7	6.8	5.1	-160.7	-34.6	-108.7	-36.8
Entertainment/recreation	11.7	52.7	1.9	26.3	1.2	26.4	.3	22.7
Professional services	559.6	85.2	216.5	71.5	174.5	110.2	58.8	77.1
Public administration	64.3	29.6	14.7	25.4	38.6	125.6	4.4	195.6
Not reported	142.4	101.0	74.7	159.2	77.0	135.0	25.1	164.7

1/ Civilian labor force, age 14 and older.
2/ See text for definition of residence categories.
3/ Agriculture, forestry, fisheries, and mining.

Source: U.S. Census of Population 1960 and 1970.

Substantial regional variations in nonmetro women's labor force participation rates are shown in figure 5. Participation ranges from a high of 45.1 percent in the Southern Piedmont to a low of 23 percent in the Southern Appalachian coalfields. The average (mean) rate of participation in 1970 for the 26 geographic subregions was 35.2 percent with a standard deviation of 3.8. The level of participation exceeded the mean in the Northeast, the Midwest, the Southeast, and the Southwest and was below the mean in Appalachia, the deep South (the Mississippi Delta, the Ozark-Ouachita Uplands, and East Texas), and the Southern Great Plains.

The following discussion focuses on nonmetro women's employment by industry in four subregions with extremely high women's labor force participation (greater than 1 standard deviation above the mean--greater than or equal to 39 percent) and in three subregions with extremely low participation (greater than 1 standard deviation below the mean--less than or equal to 32.1 percent). 13/ Women's labor force participation was greatest in nonmetro areas with generalized manufacturing activity and lowest in areas with a large proportion of employment in extractive industries (table 8). Figure 5 also indicates that women's participation is greatest in nonmetro areas that are situated among (and perhaps dominated by) large metro complexes.

Several points should be made regarding subregional differences. First, women's employment in high-participation areas of the Midwest and Northeast does not appear to be associated with commuting to nearby metro areas. No evidence of a commuting effect was demonstrated in the earlier analysis of adjacency to metro areas.

Second, ethnic factors appear to be a determinant of the low level of women's participation in several southern subregions. Compared with other population groups, women of French, Hispanic, and American Indian heritage have traditionally had low levels of labor force activity. The concentration of such women, the French in the Gulf of Mexico and South Atlantic Coast (subregion 17) and Hispanic and American Indians in the Rio Grande (subregion 21) may account for the low levels of women's labor force participation in these sections of the country.

Finally, the high level of women's labor force participation is not a new occurrence in the Southern Piedmont. Traditionally, a high percentage of women have been employed in this area because of the presence of low-wage and low-skill industries, like apparel manufacturing, that are located there. Over 40 percent of employed women in this subregion worked in nondurable manufacturing (table 8).

IMPLICATIONS

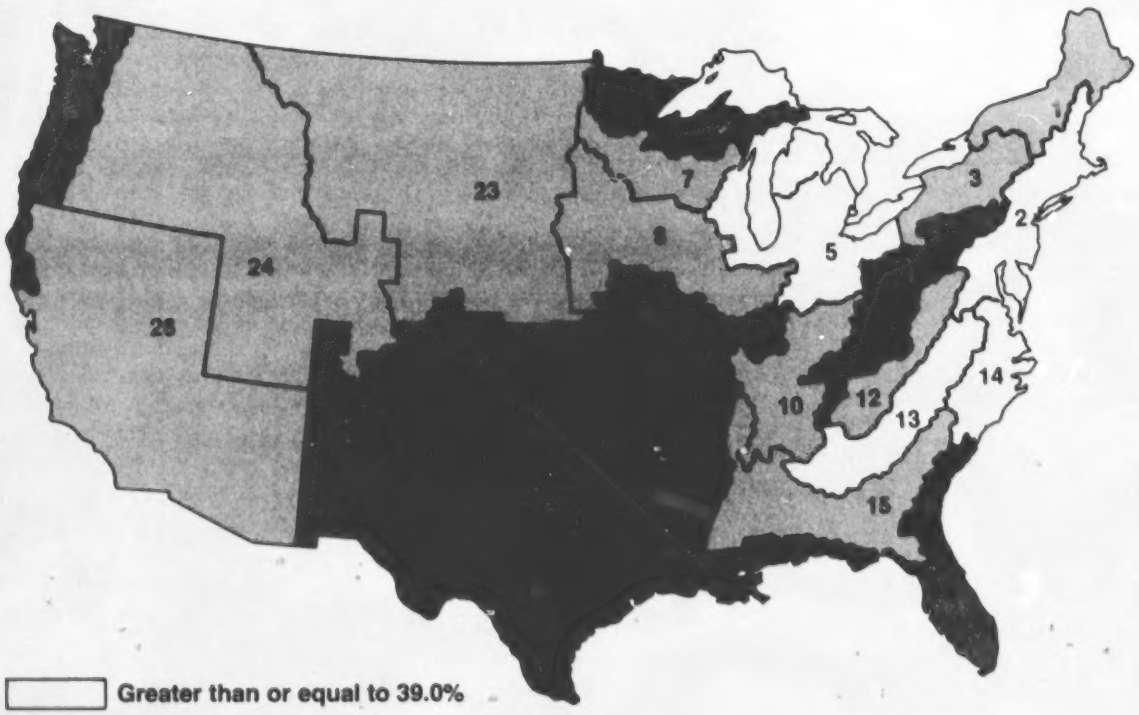
This research has described trends and differences in women's labor force activity among residence categories of metro and nonmetro counties during the sixties. Our general expectation that women's labor force activity is associated with the level of urbanization was borne out by the study. However, our expectation that adjacent and nonadjacent nonmetro counties would differ in women's labor force activity was not substantiated.

The study presents a mixed picture of economic opportunity and progress for women in nonmetro areas. While it is true that labor force participation increased, that

13/ Areas with high women's labor force participation include: Northern Metro Belt, Lower Great Lakes Industrial, Southern Piedmont, and Coastal Plain Tobacco-Peanut Belt; Low participation areas include: Southern Appalachian Coal Fields, Mississippi Delta, and Gulf of Mexico and South Atlantic Coast.

Figure 5

Nonmetro Women's Labor Force Participation Rate in Subregions of the United States, 1970



- Greater than or equal to 39.0%
- 35.2 to 38.9%
- 32.2 to 35.1%
- Less than or equal to 32.1%

Subregions

1. Northern New England-St. Lawrence
2. Northern Metropolitan Belt
3. Mohawk Valley & New York-Pa. Border
4. Northern Appalachian Coalfields
5. Lower Great Lakes Industrial
6. Upper Great Lakes
7. Dairy Belt
8. Central Corn Belt
9. Southern Corn Belt
10. Southern Interior Uplands
11. Southern Appalachian Coalfields
12. Blue Ridge, Great Smokies and Great Valley
13. Southern Piedmont
14. Coastal Plain Tobacco and Peanut Belt
15. Old Coastal Plain Cotton Belt
16. Mississippi Delta
17. Gulf of Mexico and South Atlantic Coast
18. Florida Peninsula
19. East Texas and Adjoining Coastal Plain
20. Ozark-Ouachita Uplands
21. Rio Grande
22. Southern Great Plains
23. Northern Great Plains
24. Rocky Mountain, Mormon Valleys, and Columbia Basin
25. Northern Pacific Coast (including Alaska)
26. The Southwest (including Hawaii)

Source: U.S. Census of Population

Table 8--Distribution of women's employment by industry for regions with "extreme" rates of nonmetro female labor force participation, 1970 1/

Industry	Areas with high women's labor force participation				Areas with low women's labor force participation		
	Northern Metro belt	Lower Great Lakes industrial	Southern Piedmont	Coastal Plain tobacco and peanut belt	Southern Appalachian coal field	Mississippi Delta	Gulf of Mexico and South Atlantic Coast
				Thousands			
Total, all industries	407.2	542.1	543.5	256.3	122.0	145.9	188.7
				Percent			
Extractive 2/	1.4	1.8	1.1	4.4	1.7	2.0	2.5
Construction	.9	.7	.6	.7	.9	.7	.9
Durable manufacture	8.1	18.1	6.3	4.6	3.4	5.6	2.2
Nondurable manufacture	15.6	9.7	40.1	21.4	13.5	13.0	8.8
Transportation	2.9	2.5	1.7	2.4	2.4	2.4	2.9
Wholesale and retail trade	18.8	21.0	12.1	17.3	21.0	18.3	21.9
Finance, insurance, real estate	4.8	3.6	2.4	3.2	2.7	3.2	3.9
Business/repair services	1.1	1.2	.6	.7	.8	.8	1.2
Personal services	7.9	7.4	9.6	13.1	9.3	16.1	15.2
Entertainment/recreation	.5	.6	.3	.4	.3	.4	.5
Professional services	27.0	25.6	18.7	22.0	32.1	28.7	28.4
Public administration	4.3	2.2	1.6	3.2	4.4	2.8	3.8
Not reported	6.6	5.8	5.1	6.7	7.6	6.0	7.7

1/ Civilian labor force, age 14 years and older.
2/ Agriculture, forestry, fisheries, and mining.

Source: U.S. Census of Population 1960 and 1970.

residential differences in participation declined, and that a majority of employment growth during the 1960's was accounted for by women, other indicators, such as the industrial and occupational composition of employment, show that nonmetro women continued to be concentrated in low-wage, low-skill, and low-status jobs. Over one-quarter of nonmetro women were employed in nondurable manufacturing, extractive, and personal service industries, while only 17 percent of metropolitan women were similarly employed.

The availability of a large pool of reliable, easily trained, relatively unorganized, low-wage female workers is often cited as one of the factors instrumental in attracting industry to nonmetro areas (Rungeling et al., 12). However, this may be a short-term development. Some firms that were originally attracted to nonmetro areas may make their next move to a foreign country with a lower wage structure if substantial wage and benefit increases are sought by nonmetro workers in the United States. Thus, the long-term implications of women in the labor force as a factor related to nonmetro growth and development are far from certain.

Intertwined with the analysis of changes in women's labor force activity is the concurrent situation for men. The employment picture for men, both metro and nonmetro, was not as positive as that for women. From 1960 to 1970, the labor force participation rate for men declined from 78.9 percent to 74.4 percent in metro areas and from 73.8 percent to 68.7 percent in nonmetro areas. Employment growth for nonmetro men during the sixties was only 1.7 percent compared with 14.2 percent for metro men, far lower than the 33 percent rate of growth for nonmetro women. The largest employment gains for nonmetro men occurred in the higher paying professional and technical and craftsmen occupations. However, even in 1970, 40 percent of employed nonmetro men were in operative and craftsmen positions, a major labor source to the manufacturing industry which employed over a third of nonmetro men.

The lower status occupational and industrial composition of employment in nonmetro areas has several implications. To begin with, economic social, and personal rewards are less from such jobs. A recent study found that the different occupational mix within industries between metro and nonmetro areas accounted for about one-third of the metro-nonmetro earnings differential for men (the average earnings of men in metro areas was 25 percent greater than that of nonmetro men) (Nilsen, 9). This results from the dissimilar distribution of industries between the two areas and the dissimilar distribution of occupations even within the same industries.

Nonmetro areas have a higher concentration of lower earning occupations than do metro areas. The effect of this occupational difference on earnings for women is illustrated by the earnings for occupations in which women are employed. The mean earnings of nonmetro women in clerical jobs in 1970 was $5,460. 14/ This compared with $8,183 in professional jobs and $8,195 in managerial pursuits (U.S. Department of Commerce, 17). Thus, concentration of employment in lower-status, lower-paying jobs implies lower average earnings for women as a group.

While the number of employed nonmetro women with earnings increased by 2.9 million from 1969 to 1976, the mean earnings of these women actually declined by $200. Therefore, while more women are becoming employed, the occupational and industrial composition of their job opportunities implies reduced average earnings. In addition, the greater availability of part-time employment in nonmetro areas contributes to lower average earnings.

14/ Earnings data in this section are expressed in constant 1976 dollars for ease of comparison.

Along with lower mean earnings, many jobs also offer little in the way of ego gratification and social status. Operative jobs in nondurable manufacturing are a case in point. Although some low-status jobs provide employment and income to needy individuals and families, they may not provide the range of opportunities needed for job fulfillment and career advancement.

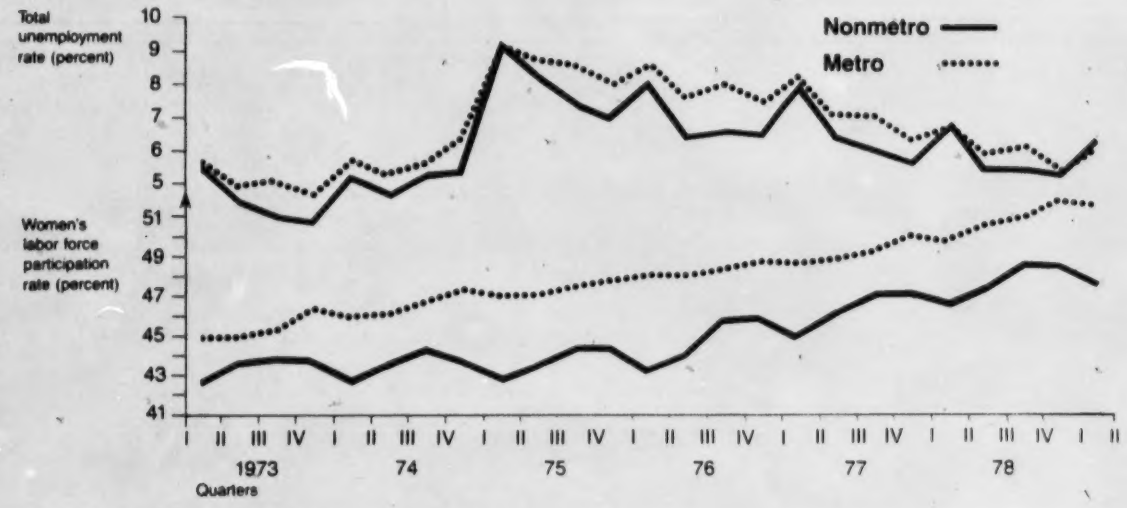
Another implication of the preponderance of lower wage and lower skilled jobs among nonmetro women concerns attachment to the labor force during adverse economic conditions, such as the 1974-75 recession. Data from the Current Population Survey (CPS) (U.S. Department of Labor, 19) allow us to focus on the association of unemployment with labor force participation for women in metro and nonmetro areas (fig. 6).

High rates of unemployment and reduced economic opportunities are generally thought to result in reduced labor force participation among women. That is, as the job market tightens, one would expect women to refrain from looking for work. However, in both metro and nonmetro areas, there was a longrun increase in the percentage of women in the labor force during the most recent recession (from the first quarter of 1974 to the fourth quarter of 1975).

Metro areas did differ from nonmetro areas in the amount of fluctuation in this trend during the recession. Labor force participation rates of nonmetro women were more volatile than those of metro women, although some of this instability is due to larger seasonal fluctuation in nonmetro areas. As total unemployment rose in the first quarter of each year, the percentage of nonmetro women in the labor force declined. In fact, the trend lines of these two phenomena almost mirror each other. In contrast, no such association was evident for metro areas during the recession.

Figure 6

Total Unemployment Rate and Labor Force Participation Rate for Metro and Nonmetro Women



Source: Current Population Survey, Bureau of Labor Statistics

With one exception, the first quarter of 1975, the rate of participation for metro women increased from 1974 to 1976, regardless of the unemployment rate. However, during the recovery period after 1976, female labor force participation rates fluctuated in a seasonal pattern similar to but less exaggerated than that of nonmetro women.

Much of the fluctuation in nonmetro areas can be attributed to seasonal factors associated with industry structure. Nevertheless, the recession's depressing influence on growth in nonmetro labor force participation rates should not be minimized. While expansion of metro area rates was more constant, growth of nonmetro participation rates was minimal during the recession, then showed major gains from the first quarter of 1976 through 1977. Despite wide swings in labor force participation due to seasonal factors, these CPS data suggest that national economic trends influence labor force participation rates to a greater extent in nonmetro areas than in metro areas.

The fact remains, however, that the decentralization of employment to nonmetro areas has created jobs for women where few if any existed before. This is a significant improvement. Also impressive is the fact that women of both races shared in the employment growth.

This descriptive study has pointed out residential differences in women's labor force participation and in the industrial and occupational composition of women's employment. It has substantiated that residence is an important factor that needs to be accounted for in analyses of women's labor force activity.

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Appendix table 1—Age pattern of women's labor force participation by metro-nonmetro residence, 1960 and 1970 1/ 2/

Age group	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970
	Percent											
Total, 14 and over	36.2	40.8	30.3	36.0	31.0	36.7	25.4	31.5	30.8	36.5	29.9	35.6
14-17	14.4	15.1	13.2	13.4	13.6	13.8	11.1	11.2	12.6	13.4	13.8	13.5
18-24	48.2	55.6	37.8	47.0	38.6	47.4	31.3	43.0	38.6	47.4	37.0	46.5
25-34	36.2	45.2	32.9	43.8	33.4	44.2	28.6	40.7	33.4	44.0	32.3	43.7
35-44	43.7	50.3	39.9	50.1	40.7	50.7	34.2	45.8	40.7	50.7	39.1	49.5
45-64	43.4	49.2	36.9	43.9	37.8	44.7	31.1	38.4	37.5	44.5	36.2	43.3
65 and over	10.8	10.4	9.2	9.2	9.4	9.3	8.1	8.1	9.1	9.1	9.3	9.2

1/ Civilian labor force, 14 years and older.
2/ See text for definition of residence categories.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 2—Employment growth, by sex and metro-nonmetro residence, 1960 to 1970 1/ 2/

Residence	Total employment				Women's employment				Women's share of employment change
	1960	1970	Change 1960-70		1960	1970	Change 1960-70		
	Thousands			Percent	Thousands			Percent	
United States	64,639.2	77,308.8	12,669.5	19.6	21,172.3	29,170.1	7,997.8	37.8	63.1
Metro	47,275.1	57,985.4	10,710.3	22.7	15,933.6	22,183.9	6,250.3	39.2	58.4
Nonmetro	17,364.1	19,323.3	1,959.2	11.3	5,238.7	6,986.3	1,747.5	33.4	89.2
Urbanized	15,206.2	17,113.7	1,907.5	12.5	4,674.2	6,251.6	1,577.4	33.7	82.7
Sparsely populated	2,157.9	2,209.7	51.8	2.4	564.5	734.7	170.2	30.1	328.8
Adjacent	8,818.8	10,097.9	1,279.2	14.5	2,687.6	3,652.2	964.6	35.9	75.4
Nonadjacent	8,545.4	9,225.4	680.0	8.0	2,551.1	3,334.1	783.0	30.7	115.1

1/ Civilian labor force, 14 years and older.
2/ See text for definitions of residence categories.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 3--Occupational composition of women's employment, by metro-nonmetro residence, 1960 and 1970 1/ 2/

Occupation	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970
	Thousands											
Total, all occupations	15,934	22,184	5,239	6,986	4,674	6,252	565	735	2,688	3,652	2,551	3,334
	Percent											
White collar	57.0	61.1	46.0	47.9	46.3	48.5	42.8	42.9	45.5	47.5	46.5	48.3
Professional/technical	12.9	15.1	13.2	13.7	13.1	13.7	14.0	13.1	12.9	13.4	13.6	14.0
Managerial/administrative	3.6	3.4	4.0	3.7	3.9	3.6	4.9	4.4	3.7	3.4	4.3	3.9
Sales	7.8	7.0	8.1	6.3	8.1	6.4	8.1	5.6	7.8	6.1	8.4	6.5
Clerical	32.7	35.5	20.7	24.3	21.3	24.8	15.8	19.8	21.1	24.6	20.3	23.9
Blue collar	36.9	31.8	49.9	46.1	49.4	45.6	52.8	50.9	50.2	46.4	49.4	45.8
Craftsmen	1.3	1.6	1.0	1.9	1.0	1.9	.9	1.9	1.0	2.0	1.0	1.8
Operative	14.9	11.7	16.9	17.7	17.2	17.6	15.0	19.2	18.7	18.9	15.0	16.4
Labor (except farm)	.5	.8	.6	1.3	.6	1.2	.6	1.5	.6	1.3	.6	1.2
Farmer	.2	.1	1.6	.6	1.4	.5	3.4	1.3	1.5	.5	1.8	.7
Farm labor	.4	.3	3.3	1.2	3.0	1.1	5.6	1.8	3.0	1.2	3.5	1.2
Service (except private household)	12.7	14.2	15.8	18.2	15.7	18.0	16.1	19.2	15.1	17.5	16.4	18.9
Private household	7.0	3.1	10.6	5.3	10.5	5.2	11.2	5.9	10.1	5.0	11.0	5.5
Not reported	6.1	7.0	4.2	6.0	4.2	5.9	4.4	6.3	4.4	6.1	4.1	5.9

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 4—Change in women's employment by occupation, and metro-nonmetro residence, 1960 to 1970 1/ 2/

Occupation	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.
Total, all occupations	6,250.3	39.2	1,747.5	33.4	1,577.4	33.7	170.2	30.1	964.6	35.9	783.0	30.7
Professional/technical	1,298.4	63.0	262.7	37.9	244.9	39.9	17.7	22.5	142.6	41.1	120.1	34.7
Managerial/administrative	186.8	32.7	47.4	22.7	43.1	23.8	4.3	15.6	25.9	26.2	21.5	19.6
Sales	324.0	26.2	14.7	3.5	19.8	5.2	-5.1	-11.1	12.5	6.0	2.1	1.0
Clerical	2,678.0	51.4	613.0	56.6	556.7	56.0	56.3	63.0	332.4	58.7	280.6	54.2
Craftsmen	161.9	81.1	80.4	151.8	71.1	147.8	9.4	191.0	43.8	155.5	36.7	147.7
Operative	233.3	9.8	352.4	39.7	296.2	36.9	56.2	66.3	188.1	37.3	164.3	42.8
Labor (except farm)	103.5	133.9	55.3	170.2	47.5	162.6	7.8	238.5	29.8	172.5	25.5	167.5
Farmer	-12.9	-39.9	-43.2	-50.5	-33.6	-50.4	-9.6	-50.7	-20.4	-51.0	-22.8	-50.0
Farm labor	-14.1	-19.8	-88.1	-51.3	-69.9	-49.8	-18.1	-57.7	-38.5	-47.2	-49.6	-54.9
Service (except private household)	1,133.8	56.1	444.0	53.8	394.0	53.7	49.9	54.8	232.6	57.3	211.4	50.4
Private household	-426.0	-38.3	-185.6	-33.6	-165.7	-33.9	-19.9	-31.4	-88.4	-32.5	-97.2	-34.6
Not reported	583.7	59.9	194.7	87.5	173.4	87.7	21.3	85.7	104.2	88.8	90.5	85.9

1/ Civilian labor force, age 14 years and older.
2/ See text for definitions of residence categories.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 5--Industrial composition of women's employment, by metro-nonmetro residence, 1960 and 1970 1/ 2/

Industry	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970	1960	1970
	Thousands											
Total, all industries	15,933.6	22,183.9	5,238.7	6,986.3	4,674.2	6,251.6	564.5	734.7	2,687.6	3,652.2	2,551.1	3,334.1
	Percent											
Extractive 3/	.8	.7	5.4	2.5	4.9	2.4	9.5	4.0	5.0	2.4	.7	2.7
Construction	.9	.9	.8	.8	.8	.8	.6	.7	.7	.8	.8	.8
Durable manufacture	9.1	8.4	5.2	7.1	5.5	7.3	2.5	4.8	6.7	8.4	3.6	5.6
Nondurable manufacture	12.2	8.9	14.0	14.1	14.2	13.8	13.0	16.2	15.5	14.9	12.5	13.2
Transportation	3.9	4.0	2.9	2.5	2.9	2.6	2.4	2.0	2.7	2.4	3.1	2.7
Wholesale and retail trade	20.7	20.5	21.1	19.9	21.1	19.9	21.0	19.5	20.1	19.1	22.0	20.7
Finance, insurance, real estate	6.7	7.0	3.3	3.7	3.3	3.7	2.6	3.2	3.3	3.8	3.2	3.6
Business/repair services	1.9	2.5	.7	.9	.7	1.0	.4	.6	.7	1.0	.7	.9
Personal services	12.1	7.3	16.3	10.2	16.2	10.2	16.7	10.8	15.4	9.6	17.2	10.9
Entertainment/recreation	.8	.8	.6	.6	.6	.6	.5	.5	.5	.5	.6	.6
Professional services	21.2	27.4	22.7	28.2	22.8	28.4	21.7	26.6	22.4	27.7	23.0	28.9
Public administration	4.5	4.4	3.7	3.5	3.5	3.4	5.1	4.7	3.6	3.4	3.8	3.6
Not reported	5.3	7.2	3.5	6.0	3.4	6.0	3.8	6.3	3.5	6.1	3.4	5.9

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.
3/ Agriculture, forestry, fisheries, and mining.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 6--Change in women's employment by industry for metro-nonmetro residence, 1960 to 1970 1/ 2/

Industry	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.	Thou.	Pct.
Total, all industries	6,250.3	39.2	1,747.5	33.4	1,577.4	33.7	170.2	30.1	964.6	35.9	783.0	30.7
Extractive 3/	27.0	20.1	-107.3	-37.8	-82.9	-36.0	-24.4	-45.6	-47.5	-35.5	-59.8	-40.0
Construction	54.3	37.2	13.3	33.7	11.7	32.6	1.6	45.0	8.2	41.8	5.1	25.8
Durable manufacture	400.6	27.5	221.5	81.2	200.3	77.5	21.2	147.3	127.5	71.0	94.0	101.0
Nondurable manufacture	41.1	2.1	247.8	33.7	202.3	30.5	45.6	62.1	128.1	30.8	119.7	37.5
Transportation	258.9	41.8	26.6	17.6	25.6	18.6	1.0	7.2	15.9	22.1	10.7	13.5
Wholesale and retail trade	1,248.3	37.9	285.6	25.9	261.2	26.5	24.3	20.5	156.5	28.9	129.0	23.0
Finance, insurance, real estate	496.6	46.9	87.0	51.0	78.0	50.0	9.0	62.4	49.4	56.3	37.6	45.4
Business/repair services	256.0	83.9	30.5	85.6	28.3	85.4	2.2	87.4	16.9	93.0	13.6	77.9
Personal services	-295.1	-15.4	-139.4	-16.3	-124.6	-16.4	-14.8	-15.7	-62.6	-15.1	-76.8	-17.5
Entertainment/recreation	43.3	34.0	8.9	29.7	8.0	29.5	.9	30.9	5.2	36.8	3.7	23.3
Professional services	2,703.4	80.2	785.4	66.1	712.1	66.8	73.3	59.8	409.4	68.1	376.0	64.1
Public administration	264.1	36.7	50.5	26.1	44.9	27.2	5.7	19.6	29.2	30.6	21.3	21.7
Not reported	731.9	89.1	237.2	130.5	212.5	132.6	24.7	115.1	128.4	136.2	108.8	124.4

1/ Civilian labor force, age 14 years and older.
2/ See text for definitions of residence categories.
3/ Agriculture, forestry, fisheries, and mining.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 7--Women's employment in the South, by metro-nonmetro residence and race, 1960 and 1970 1/ 2/

Residence	Total		White		Black	
	1960	1970	1960	1970	1960	1970
	Thousands					
South	5895.9	8385.9	4472.4	6633.6	1423.6	1752.3
Metro	3912.1	5741.7	3016.6	4560.5	895.5	1181.2
Nonmetro	1983.8	2644.2	1455.8	2073.1	528.1	571.1
Urbanized	1810.5	2411.8	1340.5	1906.0	470.0	505.8
Sparsely populated	173.3	232.4	115.3	167.1	58.0	65.3
Adjacent	1003.8	1363.1	743.1	1071.7	260.7	291.4
Nonadjacent	980.0	1281.1	712.6	1001.4	267.3	279.7

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: U.S. Census of Population 1960 and 1970.

Appendix table 8--Women's labor force participation in the South by race, age, and metro-nonmetro residence, 1970 1/ 2/

Race and age	Metro	Nonmetro				
		Total	Urbanized	Sparsely populated	Adjacent	Nonadjacent
	Percent					
White:						
Total	36.4	36.4	36.6	33.6	36.2	36.6
14-17	12.5	10.6	10.9	8.5	10.6	10.7
18-24	53.4	46.7	46.8	45.7	46.8	46.6
25-34	45.2	46.5	46.6	46.0	46.3	46.8
35-44	49.9	51.9	52.0	50.7	52.2	51.6
45-64	46.3	42.7	43.0	39.2	42.4	43.0
65+	9.6	8.0	8.1	7.0	7.8	8.2
Black:						
Total	46.8	38.0	38.6	33.7	38.0	38.0
14-17	8.7	7.0	7.2	6.0	7.2	6.9
18-24	51.4	43.5	44.0	40.1	43.1	43.9
25-34	63.4	57.5	58.1	53.4	56.9	58.1
35-44	63.9	58.5	59.3	53.3	58.7	58.3
45-64	54.8	47.2	48.0	41.7	47.0	47.4
65+	14.3	10.9	11.2	8.7	10.6	11.1

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: U.S. Census of Population 1970.

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Appendix table 9--Occupational composition of women's employment in the South by race and metro-nonmetro residence, 1970 1/ 2/

Occupation	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	White	Black	White	Black	White	Black	White	Black	White	Black	White	Black
	Thousands											
Total, all occupations	4,560.5	1,181.2	2,073.1	571.1	1,906.0	505.8	167.1	65.3	1,071.7	291.4	1,001.4	279.7
	Percent											
Professional/technical	16.3	10.9	13.4	9.6	13.5	9.7	12.4	8.9	13.2	9.3	13.6	9.9
Managerial/administrative	4.4	1.3	4.0	1.1	4.0	1.1	4.8	1.0	3.9	1.0	4.1	1.1
Sales	8.1	2.1	6.9	1.2	7.0	1.3	6.1	.8	6.7	1.2	7.2	1.3
Clerical	38.8	15.2	26.2	4.8	26.5	4.9	22.8	4.0	26.2	5.1	26.2	4.4
Craftsmen	1.8	1.3	2.2	1.2	2.2	1.1	2.5	1.3	2.2	1.2	2.3	1.2
Operative	10.1	12.0	23.6	21.3	23.2	20.8	27.7	25.2	23.8	21.0	23.3	21.7
Labor (except farm)	.7	1.4	1.2	1.8	1.2	1.7	1.5	2.3	1.3	1.9	1.2	1.7
Farmer	.1	.0	.5	.3	.5	.3	.8	.4	.5	.3	.5	.4
Farm labor	.2	.7	.8	3.4	.7	3.3	1.0	3.8	.8	3.4	.7	3.4
Service (except private household)	11.8	25.4	13.2	21.0	13.3	21.4	12.3	18.1	13.3	21.5	13.1	20.5
Private household	1.5	18.5	2.1	27.3	2.1	27.3	2.3	27.0	2.1	27.2	2.1	27.4
Not reported	6.1	11.3	5.8	7.1	5.8	7.1	5.7	7.3	5.9	7.0	5.7	7.2

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.

Source: U.S. Census of Population 1970.

Appendix table 10—Industrial composition of women's employment in the South by race and metro-nonmetro residence, 1970 1/ 2/

Industry	Metro		Nonmetro									
			Total		Urbanized		Sparsely populated		Adjacent		Nonadjacent	
	White	Black	White	Black	White	Black	White	Black	White	Black	White	Black
	Thousands											
Total, all industries	4,560.5	1,181.2	2,073.1	571.1	1,906.0	505.8	167.1	65.3	1,071.7	291.4	1,001.4	279.7
	Percent											
Extractive 3/	.6	.9	1.7	4.2	1.7	4.0	2.5	5.1	1.8	4.0	1.7	4.2
Construction	1.7	.5	1.1	.4	1.1	.4	.9	.6	1.1	.4	1.1	.4
Durable manufacture	5.2	3.6	5.8	4.6	5.9	4.7	5.4	4.1	5.6	4.6	6.1	4.6
Nondurable manufacture	9.3	6.0	22.6	15.7	22.3	15.3	26.3	19.0	23.4	15.7	21.8	15.7
Transportation	4.5	2.1	2.7	.9	2.7	.8	2.3	1.2	2.5	.8	2.9	.9
Wholesale, retail trade	22.6	11.8	19.5	8.6	19.6	8.5	18.6	8.8	19.0	8.3	20.1	8.9
Finance, insurance, real estate	7.7	2.4	3.9	.6	4.0	.6	3.5	.5	4.0	.6	3.9	.5
Business/repair service	2.5	1.1	.9	.3	1.0	.3	.6	.2	.9	.3	1.0	.3
Personal service	6.1	25.7	6.8	32.7	6.8	32.9	6.6	31.3	6.7	32.6	6.8	32.7
Entertainment/recreation	.7	.5	.4	.3	.4	.3	.3	.2	.4	.3	.4	.3
Professional service	26.7	28.2	25.0	23.7	25.3	24.0	22.4	20.7	24.9	24.1	25.2	23.2
Public administration	6.2	5.9	3.5	1.2	3.4	1.2	4.9	1.3	3.7	1.2	3.3	1.2
Not reported	6.2	11.4	5.9	7.1	5.9	7.0	5.7	7.1	5.9	7.0	5.8	7.1

1/ Civilian labor force, age 14 years and older.
2/ See text for definition of residence categories.
3/ Agriculture, forestry, fisheries, and mining.

Source: U.S. Census of Population 1970.